

# engage2learn RESEARCH SUMMARY



## EXPLORATION OF TEACHER RETENTION TEACHERS OF GRADES 4-10, 2017-2021 SCHOOL YEARS

### PROGRAM DESCRIPTION

engage2learn (e2L) provides a personal coaching system that builds capacity and engagement in public schools. Learning Experience Design (LXD) Research, a third-party independent evaluator, was hired to analyze data collected during the 2017-2021 school years. The goal of this study was to measure how participation in coaching conducted by e2L Coaches and e2L-trained district coaches predicted teacher retention each year.

### SAMPLE DESCRIPTION

**LOCATION:** Large Urban/Suburban District in Texas

**SAMPLE:** 68 schools; 3,852 teachers (638 e2L-coached, 3,214 Comparison)

#### TEACHER CHARACTERISTICS:

Student-teacher ratio: 14:1

Percentage of certified teachers: 100%

Teachers with 3 or more years experience: 88%

**STUDENT DEMOGRAPHICS:** 47% Hispanic, 26% Black, 53% Economically Disadvantaged

### MAKING EDUCATOR PROGRESS VISIBLE

e2L partnered with the district to provide coaching for teachers, instructional lead teachers, assistant principals, instructional coaches, and office staff. Teachers were coached on the e2L Best Practices and worked with their e2L Coach or e2L-Trained District Coach to design their own path toward standards mastery within the district-selected competencies. Teachers earn competency badges as they demonstrate evidence of classroom implementation.

#### Example Standard Badges



Standards Alignment



Differentiation & Scaffolding



Assessment & Feedback



Small Group Instruction

### SCHOOL DESCRIPTION



Teachers in 45 schools in this study earned badges indicating competency in one or more e2L Best Practices.

Those 45 schools served 7,972 students.



Teachers have been earning new badges and building competencies since 2017.

## EXPLORATION OF TEACHER RETENTION

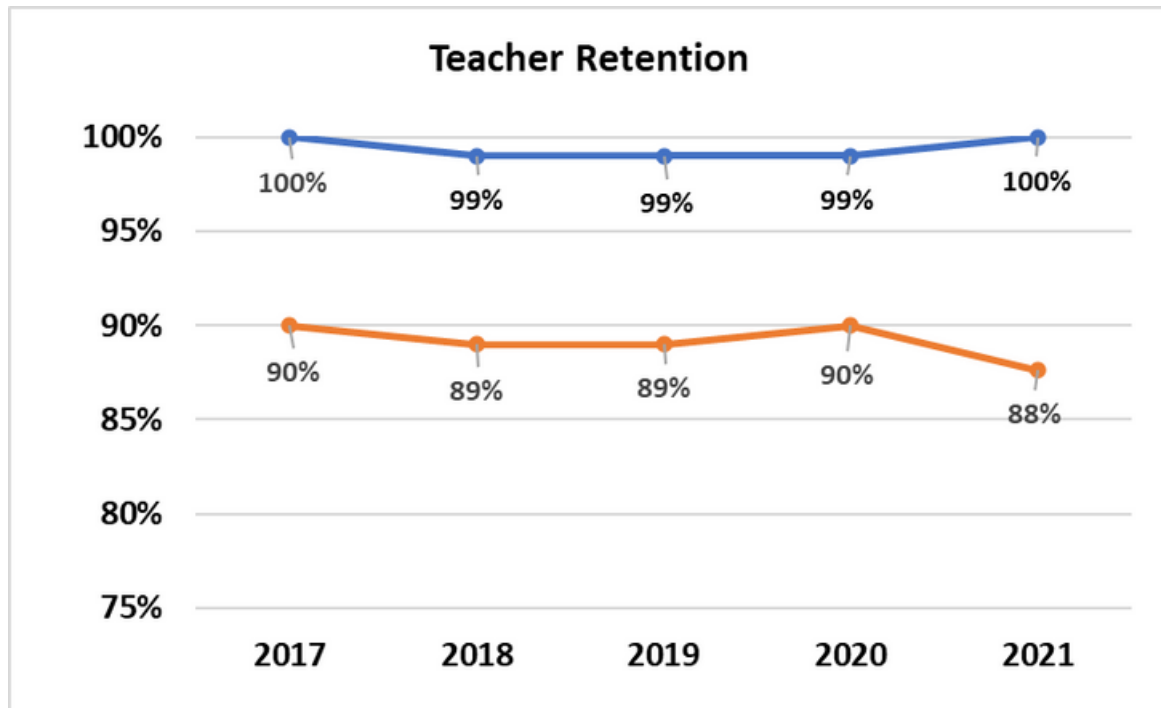
## TEACHERS OF GRADES 4-10 | 2017-2021 SCHOOL YEARS

Teacher retention data indicated whether a teacher returned to their position at the beginning of the next school year. The following results provide evidence that educators who were coached by e2L or e2L-trained coaches and earned e2L Best Practice badges were **significantly more likely to continue** in their role than educators who did not receive e2L coaching and badges.

Sample size was insufficient for statistical comparison in 2017, but statistical citations below highlight the consistency of differences for each additional school year (2018-2021).

## KEY FINDINGS IN TEACHER RETENTION

*Teacher Retention: Differences in percentage of teachers retained from 2017-2021*

**Stats Citations:**

2018:  $t(3,451) = 2.8, p < .01, \text{Cohen's } d \text{ effect size} = 0.31$

2019:  $t(3,537) = 3.7, p < .001, \text{Cohen's } d \text{ effect size} = 0.32$

2020:  $t(3,655) = 6.6, p < .001, \text{Cohen's } d \text{ effect size} = 0.22$

2021:  $t(3,850) = 9.2, p < .001, \text{Cohen's } d \text{ effect size} = 0.40$